From: MCGRADY, TRACY M.
To: ProvostNotes
Subject: Provost"s Notes: 2/24/2025
Date: Monday, February 24, 2025 7:11:35 AM

Good morning!

I was so disappointed that winter weather forced us to cancel Eagle Summit last week. A tremendous amount of effort went into planning this event—from the organizers who dedicated countless hours to the employees who had prepared presentations. A big thank you to all of you! I'm hopeful we'll still have opportunities to hear from these presenters throughout the semester. The silver lining is that we now have a solid framework in place for future Eagle Summits.

Due to last week's shortened schedule, there aren't many updates, but here are a few items that may be of interest:

Lockton Faculty Salary Study Update

As you may recall, the college has partnered with Lockton Companies to conduct a faculty salary study. Late last fall, Lockton finished the first step by identifying 50 peer institutions nationwide and making adjustments for regional pay differences. The latest salary data from the College and University Professional Association (CUPA) was released earlier this month, and to ensure accuracy, the college decided to wait for this updated information rather than use last year's data. Now that the new data is available, Lockton has conducted their analysis and will present initial findings to the Chancellor and Executive Vice Chancellors in March, with final recommendations and a proposed plan expected in early April. More to come.

Student Commencement Speaker Applications

Help us find this year's student commencement speaker! If you know a graduating student who would be a great representative of their fellow students, please encourage them to apply: Student Speakers - OTC Graduation
The application deadline is **Friday, February 28**.

OTC Cares

Earlier this month, Art instructor Kevin Kloppenburg noticed that a student had a poorly wrapped and bloody bandage on his finger. When Kevin asked about it, the student explained that he had been in a motorcycle accident and was experiencing significant pain. After learning that he hadn't sought medical attention, Kevin encouraged him to go to urgent care. The student, new to Springfield and far from family, admitted that he

didn't know where to go. Kevin helped locate a nearby clinic and excused him from class. Later that evening, the student messaged Kevin on Canvas:

> *"I just wanted to say my sincerest gratitude for being so supportive and helping me through this. I honestly didn't know what to do or where to go, so I figured I would just tough out my injury. Turns out I broke the tip of my finger and it's an open fracture."*

He went on to say that without Kevin's guidance, he wouldn't have sought medical care. Reflecting on the experience, Kevin shared:

> *"One goal I have is to get students to let their guard down and trust me. This one was very standoffish and introverted but now seems much more open and trusting when I work with him on a project. I never bring up the finger, but he shares with me how it is healing and plans on seeing a hand specialist soon."*

This is a powerful reminder of **relationships first, then learning**. Think of how different this student's situation might have been had Kevin not asked one simple question. Consider how much more positively this student will reflect on his experience at Ozarks Tech. As I've said before, if we all take a moment to do the little things today, tomorrow can be so different.

Wishing you all a great (warmer) week ahead!

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